988

Area Wage Survey
Green Bay, WI
August 1988

U.S. Department of Labor
Bureau of Labor Statistics
Summary
September 1988

This summary presents results of an August 1988 survey of occupational wages and employee benefits in the Green Bay Metropolitan Statistical Area, which consists of Brown County. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 68 establishments employing 23,540 workers was selected to represent 190 establishments employing 39,976 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer operators. In addition, the maintenance, toolroom, and powerplant descriptions have been modified so that workers performing maintenance services for establishments other than their employing establishment are not automatically excluded.

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Table 1. Hourly earnings[1] of selected occupations in Green Bay, WI, August 1988

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																				
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 and over
Secretaries	308	9.22	8.60	6.90–11.01	–	–	2	4	14	17	22	21	14	26	26	37	14	14	19	18	19	13	10	6	5	4	3
Secretaries II	135	8.00	7.69	6.20– 8.80	–	–	–	–	12	14	16	11	11	20	5	18	1	3	2	6	10	6	–	–	–	–	–
Secretaries III	101	9.37	9.23	8.05–10.82	–	–	2	4	1	2	1	7	2	4	13	12	8	11	11	8	6	3	4	2	–	–	–
Secretaries IV	52	11.01	10.60	8.35–14.33	–	–	–	–	1	1	1	3	1	2	5	6	4	–	4	3	3	4	6	4	2	2	–
Word processors	48	6.37	6.07	4.42– 7.00	–	–	12	1	3	1	13	4	4	–	2	2	1	–	5	–	–	–	–	–	–	–	–
Word processors I	40	5.75	6.07	4.30– 6.44	–	–	12	1	3	1	13	4	3	–	1	–	–	–	1	–	–	–	–	–	–	–	–
Word processors II	8	9.44	9.70	– –	–	–	–	–	–	–	–	–	1	–	1	1	1	–	4	–	–	–	–	–	–	–	–
Key entry operators	60	6.47	6.30	5.87– 6.97	–	–	–	–	5	13	17	10	9	2	2	–	1	1	–	–	–	–	–	–	–	–	–
Key entry operators I	27	6.30	6.10	5.50– 7.10	–	–	–	–	5	7	6	2	3	2	1	–	1	–	–	–	–	–	–	–	–	–	–
Key entry operators II	33	6.60	6.45	6.00– 6.83	–	–	–	–	–	6	11	8	6	–	1	–	–	1	–	–	–	–	–	–	–	–	–
File clerks	17	5.94	6.10	5.00– 6.50	–	–	–	4	3	1	2	4	1	1	1	–	–	–	–	–	–	–	–	–	–	–	–
File clerks I	7	5.11	4.76	– –	–	–	–	4	1	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Receptionists	38	6.84	6.68	5.60– 8.30	–	–	–	–	7	11	1	–	3	4	10	–	2	–	–	–	–	–	–	–	–	–	–
Switchboard operators	14	5.45	5.55	– –	–	–	–	6	–	5	2	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–
Computer operators	122	8.96	8.85	7.41– 9.81	–	–	–	–	1	–	–	5	30	6	13	12	16	11	13	10	–	3	–	2	–	–	–
Computer operators II	58	9.78	9.60	8.85–10.56	–	–	–	–	1	–	–	1	2	–	4	12	7	11	9	8	–	1	–	2	–	–	–
Computer operators III	15	10.30	10.43	9.06–11.78	–	–	–	–	–	–	–	–	–	1	–	–	6	–	4	2	–	2	–	–	–	–	–
Drafters	240	10.72	9.65	8.61–12.40	–	–	–	1	–	3	1	2	7	4	17	39	30	21	31	22	7	8	14	17	11	5	–
Drafters III	143	9.07	9.09	8.50– 9.65	–	–	–	–	–	–	1	2	7	4	16	34	28	20	24	7	–	–	–	–	–	–	–
Drafters IV	35	11.33	11.09	10.20–12.60	–	–	–	–	–	–	–	–	–	–	–	5	2	1	7	9	6	1	3	–	1	–	–
Electronics technicians:					–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Electronics technicians III	58	15.46	15.97	14.50–16.86	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	4	2	–	16	5	23	2	4
Maintenance electricians	135	13.93	14.62	13.27–15.16	–	–	–	–	–	–	–	–	–	–	4	–	–	10	–	11	2	16	56	9	27	–	–
Maintenance machinists	51	12.12	11.80	10.14–14.39	–	–	–	–	–	–	–	–	–	–	–	–	–	–	16	18	4	–	8	2	3	–	–
Maintenance mechanics (machinery)	235	12.68	13.20	10.77–14.67	–	–	–	–	–	–	3	3	3	3	–	1	16	9	32	19	18	42	48	32	6	–	–
Maintenance pipefitters	29	13.50	14.39	12.45–14.67	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	6	4	15	–	–	–	–
Motor vehicle mechanics	137	12.87	12.50	12.40–12.65	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6	3	97	–	25	4	2	–	–
General maintenance workers	210	9.87	10.30	7.78–11.30	–	–	–	–	7	6	–	3	7	18	20	11	26	4	1	5	75	2	–	23	2	–	–
Truckdrivers	377	11.32	11.30	8.60–15.59	10	10	2	5	5	2	–	–	1	–	7	9	87	12	17	21	5	51	–	–	133	–	–	–
Truckdrivers, light truck	29	4.04	3.60	3.35– 4.15	10	10	2	5	–	–	–	–	–	–	–	–	1	–	–	–	–	6	–	–	–	–	–	–
Truckdrivers, heavy truck	9	10.05	12.16	– –	–	–	–	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Truckdrivers, tractor-trailer	143	13.12	12.00	11.30–15.66	–	–	–	–	–	–	–	–	–	3	–	11	–	–	17	5	42	–	–	65	–	–	–
Forklift operators	190	10.95	10.45	10.15–11.55	–	–	–	–	–	–	–	–	–	2	8	–	–	23	102	29	9	–	–	18	–	–	–
Guards	25	7.34	5.50	4.50–12.16	–	–	6	6	–	4	–	–	–	–	–	–	–	–	–	–	9	–	–	–	–	–	–
Guards I	25	7.34	5.50	4.50–12.16	–	–	6	6	–	4	–	–	–	–	–	–	–	–	–	–	9	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Table 2. Annual paid holidays for full-time workers in Green Bay, WI, August 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	3	[1]
In establishments providing paid holidays	97	99
Number of holidays:		
6 holidays	16	15
Plus 1 half day	1	2
Plus 3 half days	-	[1]
7 holidays	7	8
Plus 1 half day	2	1
8 holidays	3	1
9 holidays	15	14
Plus 1 half day	13	6
10 holidays	17	34
11 holidays	17	8
12 holidays	3	4
13 holidays	2	6
Average number of paid holidays where provided (in days)	9.1	9.2

[1] Less than 0.5 percent.
Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Green Bay, WI, August 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	[2]	–
In establishments providing paid vacations	99	100
Length-of-time payment	98	100
Percentage payment	2	–
By vacation pay provisions for:[3]		
6 months of service:		
Under 1 week	7	2
1 week	8	58
Over 1 and under 2 weeks	7	8
1 year of service:		
1 week	59	18
Over 1 and under 2 weeks	20	–
2 weeks	20	82
2 years of service:		
1 week	49	11
Over 1 and under 2 weeks	21	1
2 weeks	25	87
Over 2 and under 3 weeks	4	1
3 weeks	[2]	–
3 years of service:		
1 week	6	3
Over 1 and under 2 weeks	2	1
2 weeks	68	95
Over 2 and under 3 weeks	23	1
3 weeks	[2]	–
5 years of service:		
1 week	–	1
Over 1 and under 2 weeks	[2]	1
2 weeks	62	72
Over 2 and under 3 weeks	12	1
3 weeks	12	25
Over 3 and under 4 weeks	13	–
4 weeks	[2]	–
10 years of service:		
2 weeks	3	2
Over 2 and under 3 weeks	[2]	1
3 weeks	67	82
Over 3 and under 4 weeks	25	7
4 weeks	5	8
15 years of service:		
2 weeks	2	1
3 weeks	23	12
Over 3 and under 4 weeks	1	1
4 weeks	54	82
Over 4 and under 5 weeks	20	–
5 weeks	[2]	4
20 years of service:		
2 weeks	2	1
3 weeks	6	4
4 weeks	48	64
Over 4 and under 5 weeks	5	7
5 weeks	20	25
Over 5 and under 6 weeks	6	–
6 weeks	13	–
25 years of service:		
2 weeks	2	1
3 weeks	6	4
4 weeks	31	45
Over 4 and under 5 weeks	–	[2]
5 weeks	30	35
Over 5 and under 6 weeks	3	6
6 weeks	8	9
7 weeks	6	–
Over 7 and under 8 weeks	13	–
30 years of service:		
2 weeks	2	1
3 weeks	6	4
4 weeks	31	45
Over 4 and under 5 weeks	–	[2]
5 weeks	24	27
Over 5 and under 6 weeks	1	–
6 weeks	9	21
7 weeks	12	3
Over 7 and under 8 weeks	13	–
8 weeks	2	–
Maximum vacation available:		
2 weeks	2	1
3 weeks	6	4
4 weeks	31	45
Over 4 and under 5 weeks	–	[2]
5 weeks	24	27
Over 5 and under 6 weeks	1	–
6 weeks	9	21
7 weeks	12	3
Over 7 and under 8 weeks	13	–
8 weeks	2	–

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Less than 0.5 percent.

[3] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Green Bay, WI, August 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	99	100
Life insurance	98	99
Noncontributory plans	81	66
Accidental death and dismemberment insurance	76	81
Noncontributory plans	68	50
Sickness and accident insurance or sick leave or both	93	99
Sickness and accident insurance	78	53
Noncontributory plans	64	46
Sick leave (full pay and no waiting period)	30	75
Sick leave (partial pay or waiting period)	11	18
Long-term disability insurance	15	76
Noncontributory plans	15	44
Hospitalization, surgical, and medical insurance	99	100
Noncontributory plans	50	34
Health maintenance organizations	2	5
Noncontributory plans	2	3
Dental care	87	89
Noncontributory plans	45	33
Vision care	22	31
Noncontributory plans	11	15
Alcohol and drug abuse treatment	62	59
Noncontributory plans	30	30
Hearing care	14	15
Noncontributory plans	8	5
Retirement plans	92	96
Noncontributory plans	91	90
Pension	84	86
Noncontributory plans	83	81
Lump sum	17	34
Noncontributory plans	9	8
Other	–	–
Noncontributory plans	–	–

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Green Bay, WI,[1] August 1988

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
				Within scope of survey				Studied[4]
		Within scope of survey[3]	Studied	Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	190	68	39,976	100	17,892	5,435	23,540
Manufacturing	50	70	24	20,079	50	12,664	2,203	11,511
Nonmanufacturing[5]	50	120	44	19,897	50	5,228	3,232	12,029

[1] The Green Bay Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Brown County. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

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[1] In 1988, this area is scheduled to be surveyed under the Bureau's regular area wage survey program.

[2] Scheduled to be surveyed in this program for the first time in 1988. In 1986, the area was surveyed under the Bureau's regular area wage survey program.

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